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COLLEGE AND UNIVERSITY SALARIES

In Ten Mid-Western States

1984-85 Academic Year

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
State Capitol Complex, Oklahoma City

February, 1985

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1984-85 Academic Year

Prepared by

Division of Fiscal Affairs

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
State Capitol, Oklahoma City

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PUBLIC INSTITUTIONS INCLUDED IN THE 10-STATE FACULTY SALARY SURVEY

ARIZONA

Arizona State University
Arizona Western College
Maricopa County Community Colleges
Northern Arizona University
University of Arizona

ARKANSAS

Arkansas State University
Arkansas Tech University
Henderson State University
Phillips County Community College
Southern Arkansas University
University of Arkansas - Fayetteville
University of Arkansas - Little Rock
University of Central Arkansas

COLORADO

Adams State College
Arapahoe Community College
Colorado School of Mines
Colorado State University
Mesa College
Metropolitan State College
Otero Junior College
Pikes Peak Community College
Trinidad State Junior College
University of Colorado-Boulder
University of Colorado-Colorado Spring
University of Colorado-Denver
University of Northern Colorado
University of Southern Colorado
Western State College of Colorado

IOWA

Des Moines Area Community College
Ellsworth Community College
Hawkeye Institute of Technology
Iowa Lakes Community College
Iowa State University
Iowa Western Community College
Marshalltown Community College
North Iowa Area Community College
University of Northern Iowa
Western Iowa Tech Community College

KANSAS

Coffeyville Community College
Colby Community College
Emporia State University
Fort Hays State University
Fort Scott Community College
Hutchinson Community College
Johnson County Community College
Kansas State University
Pittsburg State University
Seward County Community College
University of Kansas
Wichita State University

MISSOURI

Central Missouri State University
Jefferson College
Missouri Southern State College
Northwest Missouri State University
Southeast Missouri State University
Southwest Missouri State University
St. Louis Community College
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis

NEBRASKA

Central Community College
Chadron State College
Kearney State College
Peru State College
University of Nebraska - Lincoln
University of Nebraska - Omaha
Wayne State College
Western Technical Community College Area

NEW MEXICO

Eastern New Mexico University
New Mexico Highlands University
New Mexico Institute of Mining
New Mexico Military Institute
New Mexico State University
New Mexico State University - Alamogordo
New Mexico State University - Carlsbad
New Mexico State University - Dona Ana
New Mexico State University - Grants
University of New Mexico

OKLAHOMA

Cameron University
Carl Albert Junior College
Central State University
Connors State College
East Central Oklahoma State University
Eastern Oklahoma State College
El Reno Junior College
Langston University
Murray State College
Northeastern Oklahoma A&M College
Northeastern Oklahoma State University
Northern Oklahoma College
Northwestern Oklahoma State University
Oklahoma City Community College
Oklahoma Panhandle State University
Oklahoma State University
Rogers State College
Rose State College
Sayre Junior College
Seminole Junior College
Southeastern Oklahoma State University
Southwestern Oklahoma State University
Tulsa Junior College
University of Oklahoma
University of Science and Arts of Oklahoma
Western Oklahoma State College

TEXAS

Amarillo College
Angelo State University
Bee County College
Cisco Junior College
Clarendon College
Dallas County Community College
East Texas State University
Grayson County Junior College
Henderson County Junior College
Houston Community College
Howard County Junior College District
Lamar University
Midwestern State University
North Harris County College
North Texas State University
Pan American University
Paris Junior College
Sam Houston State University
Southwest Texas State University
Stephen F. Austin State University
Sul Ross State University
Tarrant County Junior College
Texas A&M University
Texas State Technical Institute
University of Houston
University of Houston - Downtown
University of Texas - Austin
University of Texas - Dallas
University of Texas - El Paso
University of Texas - Permian Basin
West Texas State University

HIGHLIGHTS

Sources of Data.—Data for the 1984-85 College and University Salary Report were obtained from Oklahoma institutions and colleges and universities in the nine-state region surrounding Oklahoma. Through a questionnaire survey, data were solicited from 39 universities[a], 50 senior colleges, and 63 junior colleges outside Oklahoma and two universities, ten senior colleges, and fourteen junior colleges in Oklahoma. Following is the percentage of response, including Oklahoma institutions.

State Universities	- 85.4%
State Senior Colleges	- 73.3%
Public Junior Colleges	- 74.0%

University Salaries.—Average faculty salaries at state universities in the region range from $25,519 to $38,342. The median of means for 35 state universities is $31,006.

Senior College Salaries.—Average faculty salaries at state senior colleges in the region range from $22,884 to $30,771. The median of means for 44 state senior colleges included in the survey is $26,520.

Junior College Salaries.—Average faculty salaries at public junior colleges in the region range from $18,548 to $32,539. The median of means for 57 public junior colleges included in the survey is $23,289.

Presidents' Salaries.—The average salary for presidents of universities in the region is $85,555; for state senior colleges, $66,156; and for public junior colleges, $57,040.

University Staff Benefits.—The average staff benefits for 9-10 month faculty at state universities in the region range from $5,210 in Kansas to $6,739 in Iowa.

Senior College Staff Benefits.—The average staff benefits for 9-10 month faculty at state senior colleges in the region range from $4,080 in Nebraska to $5,682 in Texas.

Junior College Staff Benefits.—The average staff benefits for 9-10 month faculty at public junior colleges in the region range from $3,902 in Arkansas to $6,590 in Arizona.

Presidents' Staff Benefits.—The average staff benefits for presidents' of universities in the region is $12,173; for state senior colleges, $11,969; and for public junior colleges, $8,757.

University Student-Faculty Ratios.—At state universities, the ratio of FTE enrollment to FTE faculty, when converted to comparable statistics, ranges from 10.0 to 23.9. The median is 17.4.

Senior College Student-Faculty Ratios.—At state senior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 13.5 to a high of 28.0. The median is 19.7.

Junior College Student-Faculty Ratios.—At state junior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 8.1 to a high of 29.4. The median is 17.9.

Ten-State Average Faculty Salary Comparison.—The average faculty salary for Oklahoma universities is $2,521 below the nine-state regional average for universities. The Oklahoma average for state senior colleges is $1,003 above the regional average for similar institutions. The Oklahoma state junior college average is $1,876 below the regional average.

[a] For this report "universities" are those institutions reported by the U.S. Office of Education as offering Doctorate degrees.

TABLE 1
AVERAGE 9-10 MONTH SALARIES FOR "BIG 8" INSTITUTIONS, 1984-85

Institution	Rank	Average Salary
University of Colorado-Boulder	1	$34,350
University of Kansas	2	33,470
Iowa State University	3	32,766
University of Nebraska - Lincoln	4	32,751
University of Missouri - Columbia	5	31,229
Kansas State University	6	30,693
University of Oklahoma	7	30,140
Oklahoma State University	8	29,693
All Institutions		$32,063

TABLE 1A
AVERAGE 9-10 MONTH SALARIES OF PRINCIPAL STATE UNIVERSITIES
IN THE TEN STATE REGION, 1984-85

Institution	Rank	Average Salary
University of Arizona	1	$38,342
University of Texas - Austin	2	35,648
University of Missouri - Rolla	3	35,549
Texas A&M University	4	34,741
University of Colorado-Boulder	5	34,350
Arizona State University	6	33,867
University of Kansas	7	33,470
Iowa State University	8	32,766
University of Nebraska - Lincoln	9	32,751
New Mexico State University	10	31,253
University of Missouri - Columbia	11	31,229
Colorado State University	12	31,107
University of New Mexico	13	31,006
University of Arkansas	14	30,777
Kansas State University	15	30,693
University of Missouri - Kansas City	16	30,507
University of Oklahoma	17	30,140
Oklahoma State University	18	29,693
All Institutions		$33,117

TABLE 1B
AVERAGE 9-10 MONTH SALARIES AND STUDENT FACULTY RATIOS
IN STATE UNIVERSITIES, 1984-85

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty	Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
University of Arizona	1	$38,342	17.2	Kansas State University	21	$30,693	15.1
University of Houston	2	35,721	14.9	University of Missouri - Kansas City	22	30,507	N/A
University of Texas - Austin	3	35,648	21.1	Northern Arizona University	23	30,406	17.6
University of Missouri - Rolla	4	35,549	N/A	University of Missouri - St. Louis	24	30,311	N/A
Coloardo School of Mines	5	34,958	N/A	University of Oklahoma	25	30,140	13.0
Texas A&M University	6	34,741	15.3	East Texas State University	26	29,910	15.1
University of Colorado-Boulder	7	34,350	17.5	Oklahoma State University	27	29,693	17.6
University of Texas - Dallas	8	34,074	N/A	University of Texas - El Paso	28	29,509	N/A
Arizona State University	9	33,867	15.7	University of Colorado-Denver	29	29,477	N/A
University of Kansas	10	33,470	15.8	University of Northern Colorado	30	28,748	21.3
Iowa State University	11	32,766	19.0	Wichita State University	31	27,970	16.6
University of Nebraska - Lincoln	12	32,751	10.0	University of Nebraska - Omaha	32	27,869	22.7
New Mexico State University	13	31,253	19.3	University of Northern Iowa	33	27,431	18.0
University of Missouri - Columbia	14	31,229	N/A	Stephen F. Austin State University	34	27,399	23.9
Sam Houston State University	15	31,174	22.4	Lamar University	35	25,519	21.5
Colorado State University	16	31,107	20.4				
North Texas State University	17	31,039	17.4				
University of New Mexico	18	31,006	17.1				
New Mexico Institute of Mining	19	30,778	13.8				
University of Arkansas	20	30,777	16.3				
All Institutions						$32,293	

TABLE 2
AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN STATE SENIOR COLLEGES, 1984-85

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
Central State University	1	$30,771	25.1
Southwestern Oklahoma State University	2	29,522	21.5
University of Colorado - Colo. Springs	3	29,266	N/A
University of Arkansas - Little Rock	4	29,101	14.3
University of Texas - Permian Basin	5	28,897	N/A
Angelo State University	6	28,443	25.7
Metropolitan State College	7	28,274	19.5
University of Southern Colorado	8	27,898	20.5
Pittsburg State University	9	27,892	13.5
Midwestern State University	10	27,568	18.5
University of Central Arknasas	11	27,555	22.9
Southwest Texas State University	12	27,541	28.0
Southwest Missouri State University	13	27,507	20.2
Emporia State College	14	27,463	N/A
East Central Oklahoma State University	15	27,130	22.0
Arkansas State University	16	27,040	N/A
Central Missouri State University	17	26,990	18.2
West Texas State University	18	26,787	N/A
Northwestern Oklahoma State University	19	26,762	20.6
Southeastern Oklahoma State University	20	26,726	20.9
Eastern New Mexico University	21	$26,720	18.3
Adams State College	22	26,552	20.6
Northeastern Oklahoma State University	23	26,488	24.1
University of Science & Arts of Oklahoma	24	26,341	16.1
Western State College	25	26,332	17.5
Fort Hays State University	26	26,237	N/A
Cameron University	27	26,216	19.6
Arkansas Tech University	28	26,154	19.1
New Mexico Highlands University	29	26,050	N/A
Chadron State College	30	25,956	17.5
Missouri Southern State College	31	25,948	20.9
University of Houston - Downtown	32	25,870	20.2
Pan American University	33	25,831	18.8
Sul Ross State University	34	25,586	19.5
Southern Arkansas University	35	25,313	17.9
Wayne State College	36	25,284	20.3
Southeast Missouri State University	37	25,071	18.4
Oklahoma Panhandle State University	38	24,976	19.8
Kearney State College	39	24,866	N/A
Mesa College	40	24,850	20.9
Henderson State University	41	24,833	17.4
Langston University	42	24,678	21.4
Northwest Missouri State University	43	24,394	18.0
Peru State College	44	22,884	18.6
All Institutions		$26,994	

TABLE 3
AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN PUBLIC JUNIOR COLLEGES, 1984-85

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty	Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
Dallas County Community College	1	$32,539	N/A	Pikes Peak Community College	31	$23,050	24.5
Maricopa County Community College	2	30,390	N/A	Texas State Technical Institute	32	23,024	11.9
Tarrant County Junior College	3	29,473	N/A	Rogers State College	33	22,987	22.2
St. Louis Community College	4	29,410	21.5	Des Moines Area Community College	34	22,664	21.6
Johnson County Community College	5	28,451	18.0	Clarendon College	35	22,591	9.8
North Harris County College	6	27,983	25.9	Murray State College	36	22,581	18.4
Amarillo College	7	27,614	15.7	Sayre Junior College	37	22,396	26.5
Grayson County Junior College	8	25,862	N/A	Bee County College	38	22,318	N/A
Arizona Western College	9	25,360	16.1	Otero Junior College	39	22,298	17.7
North Iowa Area Community College	10	24,926	N/A	Jefferson College	40	21,891	17.8
Hutchinson Community College	11	24,771	14.6	Marshalltown Community College	41	21,861	21.0
El Reno Junior College	12	24,646	24.5	Arapahoe Community College	42	21,620	18.5
Oklahoma City Community College	13	24,629	15.2	Trinidad State Junior College	43	21,533	17.7
Tulsa Junior College	14	24,558	22.0	Seward County Community College	44	21,483	12.9
Rose State College	15	24,347	29.4	Central Community College	45	21,457	16.0
Northeastern Oklahoma A&M College	16	24,330	23.2	Iowa Lakes Community College	46	21,417	N/A
Henderson County Junior College	17	24,324	8.1	Western Technical Community College Area	47	21,228	16.9
New Mexico State University - Alamogordo	18	24,313	28.5	Cisco Junior College	48	20,906	16.8
Carl Albert Junior College	19	24,208	17.1	Iowa Western Community College	49	20,749	13.8
Eastern Oklahoma State College	20	24,176	19.4	Western Iowa Tech Community College	50	20,512	N/A
Ellsworth Community College	21	23,835	23.7	Coffeyville Community College	51	20,335	16.7
Howard County Junior College	22	23,813	9.5	Hawkeye Institute of Technology	52	20,310	N/A
New Mexico State University - Carlsbad	23	23,724	26.0	New Mexico State University - Dona Ana	53	20,097	13.9
Houston Community College	24	23,638	21.8	Colby Community College	54	19,964	12.0
Connors State College	25	23,630	20.5	New Mexico State University - Grants	55	19,826	17.9
Seminole Junior College	26	23,616	19.3	Phillips County Community College	56	18,996	18.0
Paris Junior College	27	23,462	17.9	Fort Scott Community College	57	18,548	N/A
Western Oklahoma State College	28	23,414	16.5				
Northern Oklahoma College	29	23,289	20.1				
New Mexico Military Institute	30	23,175	14.6				
All Institutions						$25,702	

TABLE 4
AVERAGE 9-10 MONTH SALARIES BY TYPE INSTITUTION AND BY RANK
OKLAHOMA AND NINE SELECTED STATES, 1984-85

State and Type of Institution	No. of Institutions	Academic Rank											
		Distinguished Professor		Professor		Associate Professor		Assistant Professor		Instructor		Average All Rank	
		Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
UNIVERSITY:													
Arizona	3	1	$61,358	1,191	$43,267	1,025	$32,502	593	$26,329	160	$23,557	2,970	$35,114
Arkansas	1	17	50,167	310	37,063	195	29,513	177	24,410	67	17,273	766	30,777
Colorado	5	9	41,704	1,229	37,431	790	29,413	602	25,174	70	20,852	2,700	31,937
Iowa	2	--	--	621	39,755	505	30,210	571	25,418	135	19,269	1,832	31,143
Kansas	3	3	51,060	986	39,018	718	29,028	574	24,662	182	18,726	2,463	31,275
Missouri	4	--	--	781	38,036	600	29,251	425	25,293	84	19,971	1,890	31,579
Nebraska	2	--	--	624	37,802	429	29,216	285	24,181	79	18,740	1,417	31,400
New Mexico	3	5	52,758	539	39,114	404	29,246	401	24,150	85	20,519	1,434	31,095
OKLAHOMA	2	62	45,768	475	36,558	423	28,731	426	24,115	93	17,550	1,479	29,926
Texas	10	222	55,511	2,347	41,675	2,033	31,823	1,957	26,488	749	20,718	7,309	33,141
SENIOR COLLEGE:													
Arizona	--	--	--	--	--	--	--	--	--	--	--	--	--
Arkansas	6	6	51,271	350	33,222	420	28,531	350	24,092	206	19,367	1,332	27,283
Colorado	6	--	--	366	32,119	289	27,103	256	22,942	46	19,477	957	27,542
Iowa	--	--	--	--	--	--	--	--	--	--	--	--	--
Kansas	3	--	--	241	31,584	229	26,918	138	23,762	76	20,624	684	27,226
Missouri	5	--	--	493	32,874	407	27,753	533	23,313	320	19,089	1,753	26,262
Nebraska	4	--	--	141	31,576	104	26,246	132	21,869	86	17,461	463	24,990
New Mexico	2	--	--	62	33,166	81	25,983	90	23,842	23	19,942	256	26,427
OKLAHOMA	10	--	--	380	32,829	292	29,525	506	26,645	311	22,025	1,489	27,823
Texas	8	3	54,250	366	35,140	426	29,540	494	24,242	347	19,124	1,636	27,029
JUNIOR COLLEGE:													
Arizona	--	--	--	--	--	--	--	--	--	862	29,976	862	29,976
Arkansas	1	--	--	--	--	--	--	--	--	53	18,996	53	18,996
Colorado	4	--	--	--	--	--	--	--	--	325	22,282	325	22,282
Iowa	8	--	--	15	27,618	31	23,084	36	19,384	696	21,963	778	21,998
Kansas	6	--	--	--	--	--	--	--	--	418	24,651	418	24,651
Missouri	2	--	--	155	35,142	151	30,259	114	23,557	133	21,298	553	28,091
Nebraska	2	--	--	--	--	--	--	--	--	207	21,374	207	21,374
New Mexico	5	--	--	12	29,370	26	26,305	46	22,438	67	19,997	151	22,572
OKLAHOMA	14	--	--	--	--	--	--	--	--	903	24,056	903	24,056
Texas	13	--	--	112	32,209	190	30,351	164	27,704	2,661	25,964	3,127	26,546

TABLE 5
COMPARISON OF OKLAHOMA SALARY AVERAGES WITH REGIONAL SALARY AVERAGES,
BY RANK, 9-10 MONTH FACULTY 1984-85

Academic Rank by Type of Institution	Oklahoma	Nine Regional States
University:		
Distinguished Professor	$45,768	$54,592
Professor	36,558	39,913
Associate Professor	28,731	30,601
Assistant Professor	24,115	25,590
Instructor	17,550	20,370
Average for All Ranks	$29,926	$32,447
Senior College:		
Distinguished Professor	$ --	$52,264
Professor	32,829	32,973
Associate Professor	29,525	27,962
Assistant Professor	26,645	23,592
Instructor	22,025	19,165
Average for All Ranks	$27,823	$26,820
Junior College:		
Professor	$ --	$33,405
Associate Professor	--	29,486
Assistant Professor	--	24,886
Instructor	24,056	25,335
Average for All Ranks	$24,056	$25,932

TABLE 6
ANNUAL SALARIES AND STAFF BENEFITS OF SELECTED ADMINISTRATIVE POSITIONS, BY TYPE OF INSTITUTION
NINE SELECTED STATES, 1984-85

Institution	President	Vice-President	Academic Dean	Chief Bus. Officer	Dir. of Library	Dir. of Public Rel.	Dean of Men	Dean of Women	Dean of Students	Dir. of Adm/Regis.	Dir. of Inst. Studies
University:											
No. of Institutions	29	30	22	19	30	19	--	1	20	27	16
No. of Individuals	29	99	209	19	30	19	--	1	20	27	16
Salary:											
Highest	$136,000	$92,936	$ --	$74,350	70,900	55,000	$ --	$40,020	$57,240	$65,508	$62,520
Lowest	56,300	35,000	--	38,700	27,000	26,500	--	40,020	32,626	29,500	27,794
Average	85,555	66,757	63,959	51,795	52,643	41,791	--	40,020	43,904	40,629	42,628
Staff Benefits:											
No. of Institutions	23	83	21	17	24	17	--	1	18	24	13
No. of Individuals	23	83	202	17	24	17	--	1	18	24	13
Average	12,173	9,996	9,111	7,923	8,362	6,963	--	6,718	7,358	7,165	7,237
Senior College:											
No. of Institutions	30	15	24	18	29	23	2	2	24	28	14
No. of Individuals	30	86	124	18	29	23	2	2	24	28	14
Salary:											
Highest	$83,500	$71,474	$ --	$54,204	$48,576	$48,078	$28,422	$28,422	$50,676	$45,396	$51,744
Lowest	56,242	40,162	--	27,512	29,156	19,570	26,106	26,106	27,301	17,632	25,000
Average	66,156	52,219	47,297	40,723	37,407	33,245	27,264	27,264	37,585	33,499	34,708
Staff Benefits:											
No. of Institutions	30	15	24	18	29	23	2	2	24	28	14
No. of Individuals	30	86	124	18	29	23	2	2	24	28	14
Average	11,969	8,419	7,887	6,843	6,537	5,882	5,984	6,422	6,561	6,053	5,703
Junior College:											
No. of Institutions	33	23	22	26	29	22	--	--	24	26	11
No. of Individuals	33	62	69	26	29	22	--	--	24	26	11
Salary:											
Highest	$77,500	$62,341	$ --	$53,860	$42,440	$49,333	$ --	$ --	$49,741	$45,840	$43,333
Lowest	39,170	34,087	--	23,000	24,200	17,000	--	--	29,680	17,004	30,245
Average	57,040	46,038	38,650	39,106	31,656	29,595	--	--	38,488	30,599	36,839
Staff Benefits:											
No. of Institutions	33	23	22	26	29	22	--	--	67	26	11
No. of Individuals	33	62	69	26	29	22	--	--	67	26	11
Average	8,757	7,083	5,998	6,475	5,421	5,323	--	--	2,167	5,201	6,368

TABLE 7
AVERAGE 9-10 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE OF INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1984-85

State and Type of Institution	Number of Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	3	2,557	$2,387	$1,520	$2,360	$41	$72	$58	$208	$6,646
Arkansas	1	515	2,724	668	2,015	119	99	149	60	5,834
Colorado	3	1,324	3,725	978	--	80	137	282	206	5,408
Iowa	2	1,352	2,860	1,086	2,018	34	313	37	391	6,739
Kansas	3	2,098	1,621	1,011	2,101	167	158	124	27	5,210
Missouri	4	1,429	2,974	1,028	2,115	75	47	33	51	6,323
Nebraska	2	1,131	2,171	1,338	2,091	8	60	--	--	5,668
New Mexico	3	1,187	2,333	1,129	2,064	88	34	103	27	5,779
OKLAHOMA	2	1,245	3,253	806	2,005	70	344	75	52	6,605
Texas	10	6,393	2,676	800	2,482	18	31	59	548	6,614
Senior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	6	1,079	2,456	752	1,850	129	116	71	247	5,621
Colorado	6	952	3,058	1,877	296	16	67	16	82	5,411
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	3	572	1,593	1,019	1,863	144	81	107	25	4,832
Missouri	5	1,695	1,727	896	1,666	--	69	--	60	4,417
Nebraska	4	452	1,501	806	1,727	2	24	--	19	4,080
New Mexico	2	255	1,139	1,123	1,854	65	61	107	52	4,400
OKLAHOMA	10	1,432	214	600	1,947	68	387	103	103	3,421
Texas	7	1,560	2,166	951	2,461	35	40	5	23	5,682
Junior College:										
Arizona	2	862	$2,132	$1,612	$2,238	$173	$32	$106	$297	$6,590
Arkansas	1	53	1,900	600	1,273	17	74	38	--	3,902
Colorado	4	317	2,714	723	--	295	116	132	27	4,007
Iowa	8	443	1,166	1,648	1,678	65	102	52	165	4,876
Kansas	6	381	866	849	1,560	59	201	49	924	4,507
Missouri	2	545	2,677	1,647	--	--	150	131	259	4,864
Nebraska	1	60	1,345	2,166	1,569	--	36	49	120	5,285
New Mexico	5	116	1,760	706	1,624	70	50	133	29	4,372
OKLAHOMA	14	815	667	838	1,697	68	169	65	419	3,923
Texas	12	1,893	2,585	1,111	700	80	74	82	94	4,726

TABLE 8
AVERAGE 11-12 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1984-85

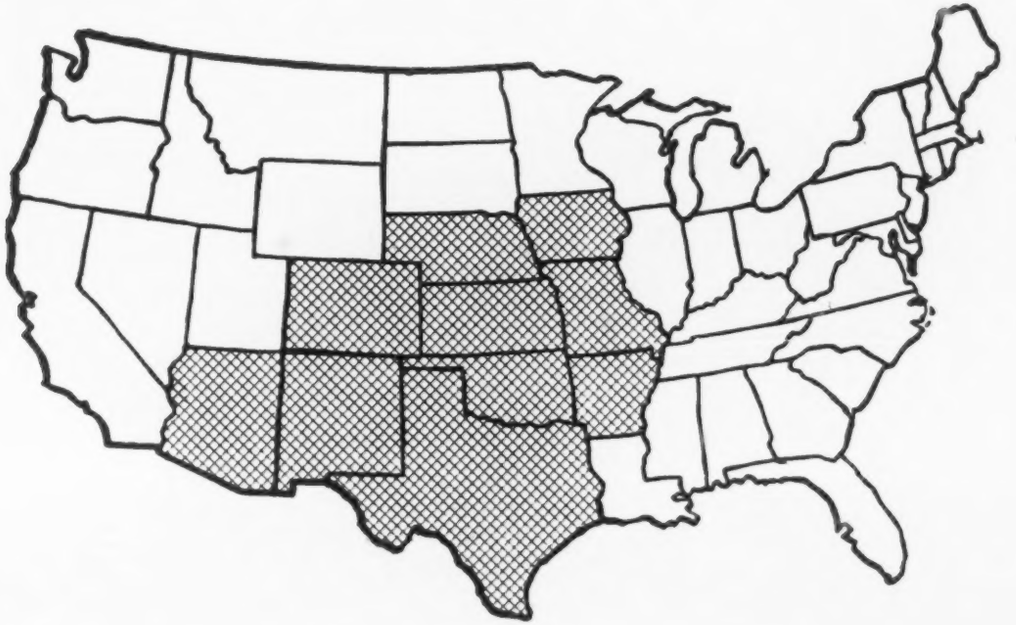
State and Type of Institution	Number of Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	3	413	$3,024	$1,859	$2,595	$58	$115	$84	$64	$7,798
Arkansas	1	251	3,497	753	2,456	158	104	198	80	7,246
Colorado	2	201	5,078	722	--	134	177	572	654	7,337
Iowa	2	480	4,547	1,247	2,557	43	511	30	662	9,597
Kansas	3	375	2,228	1,016	2,493	217	160	161	82	6,358
Missouri	4	461	3,704	1,051	2,401	75	59	35	65	7,390
Nebraska	2	286	2,815	1,349	2,435	15	60	--	--	6,674
New Mexico	3	247	3,059	1,045	2,406	87	54	176	62	6,890
OKLAHOMA	2	234	4,812	824	2,495	70	452	112	46	8,811
Texas	3	916	4,054	1,020	2,712	9	--	189	830	8,815
Senior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	6	253	3,156	752	2,326	127	122	79	173	6,733
Colorado	1	5	2,854	2,340	--	--	185	63	140	5,582
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	3	112	2,162	1,019	2,465	197	99	146	26	6,114
Missouri	5	58	2,592	736	2,056	--	73	--	62	5,519
Nebraska	3	11	2,331	856	2,442	--	24	--	--	5,653
New Mexico	1	1	2,347	1,283	2,169	69	94	154	93	6,199
OKLAHOMA	7	58	580	655	2,181	70	404	93	105	4,088
Texas	3	18	3,840	987	3,079	14	24	5	--	7,948
Junior College:										
Arizona	--	--	$ --	$ --	$ --	--	--	--	--	$ --
Arkansas	--	--	--	--	--	--	--	--	--	--
Colorado	1	8	3,524	812	--	52	159	47	--	4,594
Iowa	6	322	1,203	1,530	1,839	65	139	51	174	5,001
Kansas	5	37	769	763	1,775	112	274	58	733	4,484
Missouri	1	8	2,582	876	--	--	88	57	--	3,603
Nebraska	2	147	1,279	2,427	1,497	--	86	4	110	5,405
New Mexico	4	35	1,916	901	1,766	67	54	135	21	4,861
OKLAHOMA	13	88	689	853	1,944	67	180	72	269	4,074
Texas	12	1,234	2,138	1,020	1,453	149	46	133	9	4,948

S6450-2-4A

COLLEGE AND UNIVERSITY SALARIES

In Ten Mid-Western States

1985-86 Academic Year



OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
State Capitol Complex, Oklahoma City

March 1986

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COLLEGE AND UNIVERSITY SALARIES IN TEN MID-WESTERN STATES

1985-86 Academic Year

Prepared by

Division of Fiscal Affairs

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
State Capitol, Oklahoma City

March, 1986

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HIGHLIGHTS

Sources of Data.--Data for the 1985-86 College and University Salary Report were obtained from Oklahoma institutions and colleges and universities in the nine-state region surrounding Oklahoma. Through a questionnaire survey, data were solicited from 39 universities*, 50 senior colleges, and 67 junior colleges outside Oklahoma and two universities, ten senior colleges, and fourteen junior colleges in Oklahoma. Following is the percentage of response, including Oklahoma institutions.

State Universities	- 85.4%
State Senior Colleges	- 93.3%
Public Junior Colleges	- 71.6%

University Salaries.--Average faculty salaries at state universities in the region range from $26,066 to $38,161. The median of means for 35 state universities is $32,221.

Senior College Salaries.--Average faculty salaries at state senior colleges in the region range from $24,437 to $34,111. The median of means for 56 state senior colleges included in the survey is $28,606.

Junior College Salaries.--Average faculty salaries at public junior colleges in the region range from $17,715 to $36,645. The median of means for 58 public junior colleges included in the survey is $24,198.

Presidents' Salaries.--The average salary for presidents of universities in the region is $91,385; for state senior colleges, $72,026; and for public junior colleges, $59,551.

University Staff Benefits.--The average staff benefits for 9-10 month faculty at state universities in the region range from $5,222 in Colorado to $7,135 in Oklahoma.

Senior College Staff Benefits.--The average staff benefits for 9-10 month faculty at state senior colleges in the region range from $3,713 in Oklahoma to $5,748 in Arkansas.

Junior College Staff Benefits.--The average staff benefits for 9-10 month faculty at public junior colleges in the region range from $4,167 in Arkansas to $6,423 in Arizona.

Presidents' Staff Benefits.--The average staff benefits for presidents' of universities in the region is $12,607; for state senior colleges, $11,786; and for public junior colleges, $9,111.

University Student-Faculty Ratios.--At state universities, the ratio of FTE enrollment to FTE faculty, when converted to comparable statistics, ranges from 10.2 to 27.6. The median is 16.6.

Senior College Student-Faculty Ratios.--At state senior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 11.3 to a high of 25.6. The median is 18.0.

Junior College Student-Faculty Ratios.--At state junior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 11.1 to a high of 28.4. The median is 19.2.

Ten-State Average Faculty Salary Comparison.--The average faculty salary for Oklahoma universities is $1,017 below the nine-state regional average for universities. The Oklahoma average for state senior colleges is $1,835 above the regional average for similar institutions. The Oklahoma state junior college average is $965 below the regional average.

*For this report "universities" are those institutions reported by the U.S. Office of Education as offering Doctorate degrees.

PUBLIC INSTITUTIONS INCLUDED IN THE 10-STATE FACULTY SURVEY

ARIZONA

Arizona State University
Arizona Western College
Maricopa County Community College
Northern Arizona University
Pima County Community College
University of Arizona

ARKANSAS

Arkansas State University
Arkansas Tech University
Henderson State University
Phillips County Community College
Southern Arkansas University
University of Arkansas
University of Arkansas - Little Rock
University of Arkansas - Monticello
University of Central Arkansas
Westark Community College

COLORADO

Adams State College
Arapahoe Community College
Colorado School of Mines
Colorado State University
Community College of Denver
Fort Lewis College
Mesa College
Metropolitan State College
Otero Junior College
Pikes Peak Community College
University of Colorado - Boulder
University of Colorado - Colorado Springs
University of Colorado - Denver
University of Northern Colorado
University of Southern Colorado
Western State College of Colorado

IOWA

Des Moines Area Community College
Hawkeye Institute of Technology
Iowa Lakes Community College
Iowa State University
Iowa Valley Community College District
North Iowa Area Community College
Southwestern Community College
University of Northern Iowa
Western Iowa Tech Community College

KANSAS

Coffeyville Community College
Colby Community College
Emporia State College
Fort Hays State University
Fort Scott Community College
Hutchinson Community College
Johnson County Community College
Kansas State University
Pittsburg State University
Pratt Community College
Seward County Community College
University of Kansas
Wichita State University

MISSOURI

Central Missouri State University
Jefferson College
Lincoln University
Missouri Southern State College
Missouri Western State College
Northwest Missouri State University
Southeast Missouri State University
Southwest Missouri State University
St. Louis Community College
Three Rivers Community College
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis

NEBRASKA

Central Community College
Chadron State College
Kearney State College
Peru State College
University of Nebraska - Lincoln
University of Nebraska - Omaha
Wayne State College
Western Technical Community College Area

NEW MEXICO

Eastern New Mexico University
New Mexico Highlands University
New Mexico Institute of Mining
New Mexico Military Institute
New Mexico State University
New Mexico State University - Alamogordo
New Mexico State University - Carlsbad
New Mexico State University - Dona Ana
New Mexico State University - Grants
University of New Mexico
University of New Mexico - Gallups
Western New Mexico University

OKLAHOMA

Cameron University
Carl Albert Junior College
Central State University
Connors State College
East Central University
Eastern Oklahoma State College
El Reno Junior College
Langston University
Murray State College
Northeastern Oklahoma A&M College
Northeastern State University
Northern Oklahoma College
Northwestern Oklahoma State University
Oklahoma City Community College
Oklahoma Panhandle State University
Oklahoma State University
Rogers State College
Rose State College
Sayre Junior College
Seminole Junior College
Southeastern Oklahoma State University
Southwestern Oklahoma State University
Tulsa Junior College
University of Oklahoma
University of Science and Arts of Oklahoma
Western Oklahoma State College

TEXAS

Amarillo College
Angelo State University
Bee County College
Cisco Junior College
Henderson County Junior College
Houston Community College
Howard County Junior College
Lamar University
Laredo State University
Midwestern State University
North Texas State University
Pan American University
Paris Junior College
Prarie View A&M University
Sam Houston State University
Southwest Texas State University
Stephen F. Austin State Univ.
Sul Ross State University
Tarleton State University
Tarrant County Junior College
Texas A & I University
Texas A&M University
Texas A&M University - Galveston
Texas State Technical Institute
Tyler Junior College
University of Houston - Clear Lake
University of Houston - Downtown
University of Texas - Arlington
University of Texas - Austin
University of Texas - Dallas
University of Texas - El Paso
University of Texas - San Antonio
University of Texas - Tyler
University of Texas - Permian Basin
West Texas State University

TABLE 1
AVERAGE 9-10 MONTH SALARIES FOR "BIG 8' INSTITUTIONS, 1985-86

Institution	Rank	Average Salary
University of Colorado - Boulder	1	$36,423
University of Kansas	2	35,228
University of Nebraska - Lincoln	3	33,637
Iowa State University	4	33,417
Oklahoma State University	5	32,790
University of Oklahoma	6	32,534
University of Missouri - Columbia	7	32,223
Kansas State University	8	32,088
All Institutions		$33,610

TABLE 1A
AVERAGE 9-10 MONTH SALARIES OF PRINCIPAL STATE UNIVERSITIES
IN THE TEN STATE REGION, 1985-86

Institution	Rank	Average Salary
University of Texas - Austin	1	$38,161
University of Arizona	2	37,734
University of Missouri - Rolla	3	37,051
University of Colorado - Boulder	4	36,423
Arizona State University	5	36,260
Texas A&M University	6	35,791
Colorado State University	7	35,288
University of Kansas	8	35,228
University of Nebraska - Lincoln	9	33,637
University of Arkansas	10	33,468
Iowa State University	11	33,417
Oklahoma State University	12	32,790
University of Oklahoma	13	32,534
University of Missouri - Columbia	14	32,223
University of Missouri - Kansas City	15	32,221
Kansas State University	16	32,088
New Mexico State University	17	31,969
University of New Mexico	18	31,650
All Institutions		$34,853

TABLE 1B
AVERAGE 9-10 MONTH SALARIES AND STUDENT FACULTY RATIOS
IN STATE UNIVERSITIES, 1985-86

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty	Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
University of Texas - Austin	1	$38,161	20.8	University of Missouri - St. Louis	21	$32,078	15.3
University of Arizona	2	37,734	17.5	New Mexico State University	22	31,969	18.6
University of Missouri - Rolla	3	37,051	11.4	Sam Houston State University	23	31,870	23.0
Coloardo School of Mines	4	36,741	16.2	University of New Mexico	24	31,650	14.9
University of Colorado - Boulder	5	36,423	N/A	Northern Arizona University	25	31,563	16.2
Arizona State University	6	36,260	15.1	University of Colorado - Denver	26	31,326	16.6
Texas A&M University	7	35,791	16.0	University of Texas - El Paso	27	31,032	20.8
University of Texas - Dallas	8	35,661	10.2	University of Northern Colorado	28	30,854	19.6
Colorado State University	9	35,288	16.7	Wichita State University	29	29,205	17.5
University of Kansas	10	35,228	15.6	New Mexico Institute of Mining	30	29,001	N/A
University of Nebraska - Lincoln	11	33,637	N/A	Stephen F. Austin State University	31	28,937	27.6
University of Arkansas	12	33,468	15.7	University of Northern Iowa	32	27,877	18.5
Iowa State University	13	33,417	17.9	Texas A & I University	33	27,852	18.1
Oklahoma State University	14	32,790	16.6	University of Nebraska - Omaha	34	27,611	18.0
University of Oklahoma	15	32,534	13.5	Lamar University	35	26,066	19.7
North Texas State University	16	32,484	16.8				
University of Missouri - Columbia	17	32,223	14.7				
University of Missouri - Kansas City	18	32,221	12.1				
University of Texas - Arlington	19	32,114	16.3				
Kansas State University	20	32,088	14.1				
All Institutions						$33,614	

TABLE 2
AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN STATE SENIOR COLLEGES, 1985-86

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
University of Houston - Clear Lake	1	$34,111	16.6
Central State University	2	33,418	22.0
Southwestern Oklahoma State University	3	32,290	20.1
University of Colorado - Colo. Springs	4	32,269	17.7
Western New Mexico University	5	31,866	18.2
University of Texas - San Antonio	6	31,190	N/A
University of Texas - Tyler	7	31,123	15.5
University of Texas - Permian Basin	8	30,802	N/A
Laredo State University	9	30,548	15.3
University of Arkansas - Little Rock	10	30,336	13.3
East Central University	11	30,180	19.7
Pittsburg State University	12	30,033	14.9
Metropolitan State College	13	29,971	21.1
Southwest Missouri State University	14	29,858	19.9
University of Southern Colorado	15	29,793	17.0
Southeastern Oklahoma State University	16	29,664	19.3
University of Central Arknasas	17	29,588	18.9
Northeastern State University	18	29,484	22.7
Southeast Missouri State University	19	29,453	16.2
Angelo State University	20	29,234	25.6
Midwestern State University	21	29,220	19.4
Fort Lewis College	22	29,049	23.1
Oklahoma Panhandle State University	23	29,046	17.4
Pan American University	24	28,838	22.8
University of Science & Arts of Oklahoma	25	28,758	15.4
Central Missouri State University	26	28,749	18.0
Emporia State College	27	28,730	16.2
Prarie View A&M University	28	28,673	17.5
Arkansas State University	29	28,538	20.8
Adams State College	30	28,465	22.4
Southwest Texas State University	31	$28,427	25.3
Cameron University	32	28,216	17.2
Northwestern Oklahoma State University	33	28,129	20.1
Missouri Southern State College	34	28,110	16.3
West Texas State University	35	27,818	18.2
Arkansas Tech University	36	27,801	17.1
Fort Hays State University	37	27,651	12.7
Eastern New Mexico University	38	27,495	18.0
Western State College	39	27,141	22.7
Tarleton State University	40	27,129	21.4
Southern Arkansas University	41	27,046	16.4
Missouri Western State College	42	26,965	17.6
Henderson State University	43	26,932	19.5
University of Houston - Downtown	44	26,839	N/A
Chadron State College	45	26,610	17.8
Sul Ross State University	46	26,605	16.3
Northwest Missouri State University	47	26,252	17.6
Mesa College	48	26,230	21.4
Langston University	49	26,147	17.7
New Mexico Highlands University	50	25,988	15.0
Lincoln University	51	25,896	15.6
Texas A&M University - Galveston	52	25,868	11.3
Wayne State College	53	25,758	21.8
Kearney State College	54	25,380	23.7
Peru State College	55	24,519	19.8
University of Arkansas - Monticello	56	24,437	14.9
All Institutions		$28,878	

TABLE 3
AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN PUBLIC JUNIOR COLLEGES, 1985-86

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
Maricopa County Community College	1	$36,645	N/A
St. Louis Community College	2	31,593	22.7
Johnson County Community College	3	30,465	16.2
Tarrant County Junior College	4	29,542	N/A
Amarillo College	5	29,327	11.5
Pima County Community College District	6	28,274	22.3
Tulsa Junior College	7	27,873	19.4
Arizona Western College	8	27,504	16.7
Eastern Oklahoma State College	9	26,958	20.6
Oklahoma City Community College	10	26,588	15.5
Northeastern Oklahoma A&M College	11	26,567	23.9
Tyler Junior College	12	26,514	N/A
Hutchinson Community College	13	26,337	14.6
Rose State College	14	26,309	25.4
Henderson County Junior College	15	26,288	15.6
Carl Albert Junior College	16	26,033	15.4
New Mexico State University - Carlsbad	17	25,990	24.7
El Reno Junior College	18	25,872	21.3
North Iowa Area Community College	19	25,855	N/A
Northern Oklahoma College	20	25,605	21.9
Western Oklahoma State College	21	25,315	17.3
Houston Community College	22	25,113	N/A
Arapahoe Community College	23	25,108	20.2
Texas State Technical Institute	24	25,079	N/A
Bee County College	25	25,011	N/A
University of New Mexico - Gallups	26	24,957	12.9
Connors State College	27	24,940	21.7
Murray State College	28	24,930	17.6
Seminole Junior College	29	24,900	18.9
New Mexico State University - Alamogordo	30	24,879	28.4
Howard County Junior College	31	24,829	N/A
Pikes Peak Community College	32	24,723	25.6
Community College of Denver	33	24,703	N/A
Westark Community College	34	24,694	16.5
Seward County Community College	35	24,381	N/A
Otero Junior College	36	24,187	15.4
Sayre Junior College	37	24,139	22.1
Rogers State College	38	24,008	23.4
New Mexico Military Institute	39	23,840	N/A
Paris Junior College	40	23,810	N/A
Des Moines Area Community College	41	23,492	23.2
Jefferson College	42	23,125	15.1
Western Technical Community College Area	43	22,730	13.9
Cisco Junior College	44	22,609	N/A
Iowa Valley Community College District	45	22,556	19.3
Coffeyville Community College	46	22,452	27.4
Fort Scott Community College	47	22,237	21.9
Colby Community College	48	22,089	14.6
Iowa Lakes Community College	49	21,673	19.3
Southwestern Community College	50	21,629	11.1
Phillips County Community College	51	21,500	21.2
Three Rivers Community College	52	21,105	15.8
Western Iowa Tech Community College	53	21,099	N/A
New Mexico State University - Grants	54	20,930	19.0
Pratt Community College	55	20,731	21.3
Hawkeye Institute of Technology	56	20,414	N/A
New Mexico State University - Dona Ana	57	20,305	12.8
Central Community College	58	17,715	13.1
All Institutions		$27,067	

TABLE 4
AVERAGE 9-10 MONTH SALARIES BY TYPE INSTITUTION AND BY RANK
OKLAHOMA AND NINE SELECTED STATES, 1985-86

State and Type of Institution	No. of Institutions	Academic Rank: Distinguished Professor		Professor		Associate Professor		Assistant Professor		Instructor		Average All Ranks	
		Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
UNIVERSITY:													
Arizona	3	1	$61,358	1,247	$44,807	962	$33,303	654	$27,977	208	$23,062	3,072	$36,155
Arkansas	1	13	56,135	317	40,735	201	32,302	177	26,826	77	18,039	785	33,468
Colorado	5	5	53,926	1,235	40,575	773	31,948	584	27,797	91	21,532	2,688	34,698
Iowa	2	--	--	643	40,419	499	30,535	556	25,832	144	19,613	1,842	31,712
Kansas	3	1	61,605	965	40,850	718	30,321	561	26,147	168	19,492	2,413	32,820
Missouri	4	--	--	748	39,896	572	30,979	440	27,547	133	19,748	1,893	32,916
Nebraska	2	--	--	618	38,610	407	29,246	313	25,172	71	19,568	1,409	31,961
New Mexico	3	3	58,800	552	39,767	422	29,671	402	24,558	84	20,585	1,463	31,613
OKLAHOMA	2	66	49,174	470	39,655	440	31,394	407	26,807	100	18,276	1,483	32,660
Texas	10	259	56,783	2,052	42,591	1,868	32,725	1,748	27,700	770	21,126	6,697	34,033
SENIOR COLLEGE:													
Arizona	--	--	$ --	--	$ --	--	$ --	--	$ --	--	$ --	--	$ --
Arkansas	7	6	54,709	368	35,488	423	29,849	425	25,114	222	20,674	1,444	28,585
Colorado	7	--	--	427	34,011	300	28,431	271	24,382	53	20,673	1,050	29,262
Iowa	--	--	--	--	--	--	--	--	--	--	--	--	--
Kansas	3	--	--	218	33,224	200	28,754	131	25,028	64	20,812	613	28,718
Missouri	7	--	--	565	35,732	469	30,467	636	25,243	360	20,495	2,030	28,527
Nebraska	4	--	--	150	32,306	104	26,734	141	22,478	91	17,931	486	25,571
New Mexico	3	--	--	87	32,885	99	27,716	102	23,841	50	20,137	338	26,756
OKLAHOMA	10	--	--	394	36,100	301	32,374	505	28,890	328	24,230	1,528	30,435
Texas	15	1	43,790	571	37,939	770	31,121	793	25,721	459	20,962	2,594	29,178
JUNIOR COLLEGE:													
Arizona	3	--	$ --	--	$ --	--	$ --	--	$ --	986	$33,997	986	$33,997
Arkansas	2	--	--	--	--	--	--	--	--	143	23,622	143	23,622
Colorado	3	--	--	--	--	--	--	--	--	305	24,766	305	24,766
Iowa	8	--	--	--	--	--	--	--	--	691	22,668	691	22,668
Kansas	7	--	--	--	--	--	--	--	--	439	26,492	439	26,492
Missouri	2	--	--	158	37,428	147	32,071	109	25,251	190	22,280	604	29,162
Nebraska	1	--	--	--	--	--	--	--	--	192	19,543	192	19,543
New Mexico	6	--	--	12	30,962	22	27,950	54	23,016	85	22,142	173	23,765
OKLAHOMA	14	--	--	--	--	--	--	--	--	929	26,245	929	26,245
Texas	10	--	--	117	33,238	185	30,941	160	28,650	1,378	25,237	1,840	26,616

TABLE 5
COMPARISON OF OKLAHOMA SALARY AVERAGES WITH REGIONAL SALARY AVERAGES,
BY RANK, 9-10 MONTH FACULTY 1985-86

Academic Rank by Type of Institution	Oklahoma	Nine Regional States
University:		
Distinguished Professor	$49,174	$56,757
Professor	39,655	41,466
Associate Professor	31,394	31,689
Assistant Professor	26,807	26,974
Instructor	18,276	20,765
Average for All Ranks	$32,660	$33,677
Senior College:		
Distinguished Professor	$ --	$53,149
Professor	36,100	35,366
Associate Professor	32,374	29,887
Assistant Professor	28,890	25,055
Instructor	24,230	20,520
Average for All Ranks	$30,435	$28,600
Junior College:		
Professor	$ --	$35,450
Associate Professor	--	31,224
Assistant Professor	--	26,561
Instructor	26,245	26,398
Average for All Ranks	$26,245	$27,210

TABLE 6
ANNUAL SALARIES AND STAFF BENEFITS OF SELECTED ADMINISTRATIVE POSITIONS, BY TYPE OF INSTITUTION
NINE SELECTED STATES, 1985-86

Institution	President	Vice-President	Academic Dean	Chief Bus. Officer	Dir. of Library	Dir. of Public Rel.	Dean of Men	Dean of Women	Dean of Students	Dir. of Adm/Regis.	Dir. of Inst. Studies
University:											
No. of Institutions	29	30	26	19	29	22	--	1	20	26	18
No. of Individuals	29	111	218	19	29	22	--	1	20	26	18
Salary:											
Highest	$141,250	$117,000	$ --	$73,656	70,900	56,100	$ --	$44,820	$62,818	$67,800	$65,616
Lowest	72,764	50,900	--	37,920	39,655	30,675	--	44,820	33,768	31,200	24,650
Average	91,385	69,023	66,104	50,906	55,842	42,524	--	44,820	45,532	43,381	42,693
Staff Benefits:											
No. of Institutions	28	107	25	19	28	21	--	1	20	25	17
No. of Individuals	28	107	210	19	28	21	--	1	20	25	17
Average	12,607	10,585	10,028	8,501	9,148	7,662	--	7,510	7,905	7,824	7,729
Senior College:											
No. of Institutions	45	43	36	28	44	33	4	4	31	42	22
No. of Individuals	30	125	189	28	44	33	4	4	31	42	22
Salary:											
Highest	$94,245	$72,800	$ --	$70,495	$54,624	$47,187	$32,940	$35,532	$55,116	$47,064	$51,000
Lowest	57,031	30,000	--	30,350	19,992	20,808	28,131	28,065	29,375	18,513	21,408
Average	72,026	55,565	51,127	43,550	38,682	33,054	30,459	31,093	39,458	35,657	36,215
Staff Benefits:											
No. of Institutions	45	43	35	28	44	33	4	4	31	42	22
No. of Individuals	30	125	180	28	44	33	4	4	31	42	22
Average	11,786	8,846	8,146	7,073	6,668	6,106	5,770	5,866	6,674	6,249	6,094
Junior College:											
No. of Institutions	37	25	20	31	31	21	--	--	25	30	10
No. of Individuals	37	70	81	31	31	21	--	--	25	30	10
Salary:											
Highest	$96,000	$66,268	$ --	$78,400	$45,917	$52,441	$ --	$ --	$53,143	$49,524	$42,800
Lowest	39,640	23,800	--	23,925	23,464	19,437	--	--	30,763	22,145	26,888
Average	59,551	47,210	42,736	39,957	33,707	31,238	--	--	39,722	33,210	35,013
Staff Benefits:											
No. of Institutions	37	25	20	31	31	21	--	--	25	30	10
No. of Individuals	37	70	81	31	31	21	--	--	25	30	10
Average	9,111	8,018	6,783	6,457	5,561	5,531	--	--	6,396	5,612	6,435

TABLE 7
AVERAGE 9-10 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE OF INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1985-86

State and Type of Institution	Number of Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	3	2,655	$2,480	$1,872	$2,390	$68	$37	$84	$200	$7,131
Arkansas	1	515	2,816	772	2,177	130	103	489	71	6,558
Colorado	5	2,470	2,841	831	820	84	66	178	381	5,222
Iowa	2	1,351	2,884	868	2,075	20	308	9	325	6,490
Kansas	3	2,053	2,015	924	2,280	68	167	227	67	5,748
Missouri	3	1,140	3,103	1,297	2,311	73	85	38	32	6,938
Nebraska	2	1,117	2,209	1,338	2,131	9	60	0	0	5,746
New Mexico	3	1,233	2,391	1,250	2,133	61	34	105	27	6,002
OKLAHOMA	2	1,252	3,501	843	2,210	70	373	82	56	7,135
Texas	10	5,979	2,754	895	2,544	27	37	76	548	6,880
Senior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	7	1,233	2,564	848	1,933	101	111	57	133	5,748
Colorado	7	1,047	3,309	1,744	269	14	99	38	51	5,525
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	3	526	1,738	924	1,951	59	57	195	111	5,034
Missouri	7	1,974	1,839	673	1,694	--	82	--	60	4,348
Nebraska	4	465	1,522	879	1,801	0	37	--	0	4,239
New Mexico	3	334	2,034	1,047	1,900	158	36	119	71	5,366
OKLAHOMA	10	1,467	198	670	2,150	70	417	96	113	3,713
Texas	15	2,472	2,425	842	2,145	59	35	33	44	5,583
Junior College:										
Arizona	3	986	$2,080	$1,425	$2,201	$187	$109	$106	$315	$6,423
Arkansas	2	125	2,682	832	1,615	0	75	297	--	5,690
Colorado	4	304	3,022	856	--	482	97	139	43	4,639
Iowa	8	388	1,196	1,759	1,648	76	118	62	128	4,988
Kansas	7	399	934	1,135	1,889	59	82	58	910	5,065
Missouri	2	591	2,792	1,909	--	--	252	134	83	4,900
Nebraska	1	59	1,426	2,166	1,676	--	36	0	120	5,424
New Mexico	6	149	1,844	679	1,715	86	43	120	27	4,513
OKLAHOMA	14	823	806	897	1,870	68	191	79	256	4,167
Texas	9	1,327	2,393	1,032	1,057	63	19	96	98	4,759

TABLE 8

AVERAGE 11-12 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1985-86

State and Type of Institution	Number of Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	3	427	$3,192	$2,159	$2,710	$105	$32	$139	$72	$8,410
Arkansas	1	270	3,834	810	2,609	174	106	655	91	8,279
Colorado	2	201	5,707	804	--	154	203	409	325	7,603
Iowa	2	491	4,614	848	2,787	--	517	--	500	9,268
Kansas	3	360	2,695	924	2,674	87	161	291	113	6,944
Missouri	3	345	3,789	1,323	2,482	76	74	38	17	7,799
Nebraska	2	292	2,869	1,349	2,539	15	60	--	--	6,831
New Mexico	3	230	3,010	1,108	2,374	62	55	178	65	6,851
OKLAHOMA	2	231	5,440	869	2,739	70	492	125	48	9,783
Texas	3	726	4,256	1,020	2,680	34	--	222	946	9,158
Senior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	7	217	3,800	845	2,592	118	122	62	183	7,722
Colorado	2	4	4,163	1,492	--	--	239	164	37	6,094
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	3	95	2,588	924	2,688	87	62	290	187	6,826
Missouri	5	59	2,780	656	2,073	--	87	--	71	5,666
Nebraska	4	21	2,197	902	2,505	--	26	--	--	5,629
New Mexico	1	4	2,397	474	2,224	631	54	189	138	6,107
OKLAHOMA	7	61	410	685	2,457	70	476	122	128	4,348
Texas	10	128	3,688	590	2,782	74	18	74	--	7,323
Junior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	1	18	3,282	977	1,677	--	58	476	154	6,624
Colorado	1	1	3,389	856	--	139	149	139	--	4,778
Iowa	7	303	1,186	1,573	1,885	68	151	100	177	5,140
Kansas	6	44	732	1,245	2,150	86	82	72	627	4,994
Missouri	1	13	2,605	958	--	--	93	69	--	3,725
Nebraska	2	133	1,296	2,433	1,523	--	83	--	73	5,407
New Mexico	4	24	1,921	865	1,774	65	53	132	28	4,838
OKLAHOMA	13	106	865	891	2,130	65	194	84	215	4,445
Texas	10	474	2,542	1,053	718	244	16	150	319	5,042